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POLICY REVIEW

PROGRESS REPORT ON ACHIEVEMENTS MADE IN THE IMPLEMENTATION OF UNICEF POLICY ON WOMEN IN DEVELOPMENT

SUMMARY

The present report reviews progress made and summarizes experiences in the implementation of the UNICEF policy on women in development. It continues the analysis of experience on the response to the key issues identified by the implementation strategy approved by the Executive Board in 1987 (E/ICEF/1987/L.1) and reaffirmed in 1988 (E/ICEF/1988/L.1). It provides an overview of trends from programmatic and regional perspectives and highlights the issues of women's economic needs and credit as recurring themes in the critical socio-economic conditions in most countries with UNICEF programmes of co-operation. The girl child has emerged as a new priority focus. The report emphasizes the need for monitoring and evaluation of the women's dimension in all UNICEF-assisted programmes for impact and lessons learned that could be shared to accelerate policy implementation.

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I. BACKGROUND

1. During its 1989 session, the Executive Board supported the proposals for further action contained in the progress report on achievements made in the implementation of UNICEF policy on women in development (E/ICEF/1989/L.1). The progress report reviewed the application of the general policy on women defined by the Board in 1985 and 1986, as well as the implementation strategy approved in 1987 (E/ICEF/1987/L.1) and reaffirmed in 1988 (E/ICEF/1988/L.1).

2. The policy and operational strategy called for the incorporation of the needs and concerns of girls and women into the mainstream of UNICEF programmes of co-operation, with emphasis on the multidimensional roles and responsibilities of women. The strategy emphasized that the programme - in all its major sectors - should respond directly to women's needs and concerns in a developmental rather than a welfare manner. Where special circumstances made it necessary, specific programmes and projects could be developed as a means to strengthen the capabilities of women for eventual participation in mainstream socio-economic development.

3. In order to promote an organization-wide approach and to systematize procedures on the women's dimension in programme planning and implementation, operational guidelines (CF/PD/PRO-1987-003) were issued in 1987. The guidelines contained a matrix of organizational responsibilities and a check-list of questions and indicators to assist field offices in assessing the effectiveness of incorporating the women's dimension in country programmes. In 1989, the more detailed UNICEF Programme Guidelines on Women's Programmes (vol. 4) was distributed to field offices as part of the field manual.

4. The multiplicity of country conditions and organizational resources means that a variety of approaches are necessary in order to translate the policy objectives and strategy into specific country programmes and actions. This, however, should not diminish the commitment to a clear programme response to the needs and concerns of girls and women. The 1987 strategy particularly identified the following three key areas for programme action:

(a) Ensuring that key population groups for direct programme interventions include not only infants, but also young children (under five years old), girls, adolescents and women of all ages, regardless of their motherhood status;

(b) Placing increased emphasis on the development of a participatory approach in programme planning to reach women at the grass-roots level and to encourage them to assume a crucial role in defining and solving their own problems through their direct involvement in the planning, implementation and evaluation of UNICEF-supported projects;

(c) Revising programme strategy by moving consciously towards the long-term goal of eliminating women as a separate target group in the programme development process.

5. The present report then analyses the experience with regard to the issues described in the progress reports of 1988 and 1989. It provides an overview of trends, from programmatic and regional perspectives, initiatives in several countries within ongoing UNICEF-supported programmes and new programmes being submitted to the 1990 session of the Executive Board.

II. ANALYSIS OF EXPERIENCE

A. Incorporating the needs and concerns of girls and women in UNICEF-supported country programmes: the programme process

6. The ultimate goal of UNICEF policy on women in development is the full, effective and equitable participation of women in the development process. This is a process goal within which the status of women can be enhanced, specific targets can be set for the reduction of gender disparities in basic social services and women can be empowered with the necessary knowledge, skills and development resources to improve the quality of their lives and the lives of their children and families. It is within this context that different country programmes have been responding to the concerns of girls and women.

7. The review of ongoing country activities and new programmes shows increasing sensitivity to the policy guidelines and strategy. Their application in individual countries has been influenced by the particular situation of women, varying socio-cultural traditions, legal norms, the availability of human and financial resources, government commitment and the strength of national institutions to promote the advancement of women. The following paragraphs highlight some of the diverse strategies and responses in the programme process and regional contexts.

8. The situation analysis that is prepared at the start of the programming process was increasingly used to identify more thoroughly the needs of girls and women. Several countries (e.g., Brazil, Colombia, India, Malawi, Morocco, Myanmar, Somalia, Togo, Uganda and Venezuela) commissioned special national studies to identify the priority needs of women to ensure more effective programming. Such studies focused on (a) the needs of girl drop-outs from school, pregnant adolescents, rural women, women farmers and female heads of household; (b) the issues of access to credit and to primary schooling; and (c) the impact on women of economic crisis, adjustment, unemployment and migration. Some of those issues were highlighted in seven case studies sponsored by the Americas and Caribbean Regional Office and published in The Invisible Adjustment: Poor Women and the Economic Crisis.

9. An important measure of the response to the UNICEF policy on women is the specific articulation of developmental objectives for girls, adolescents and adult women in the country programme. There has been a trend in this direction in all regions which ranges from a comprehensive, integrated approach in a few countries to an approach that focuses on specific strategies or particular categories of girls and women in several others. Brazil, Cuba, Ethiopia, Indonesia, Kenya, Panama, Peru and the Philippines have incorporated women-related objectives in all sectoral programmes. Strategic objectives identifying women's participation,

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income generation, access to credit, employment, work-load reduction, non-formal education and the provision of child-care facilities for working women have been specified in the programmes of Brazil, Burkina Faso, Colombia, Democratic Yemen, Mauritius, Mexico, Nepal, Sierra Leone, the United Republic of Tanzania and Venezuela. Several countries (e.g., Bangladesh, Burkina Faso, Burundi, Egypt, Nepal, Pakistan and Thailand) have supported credit and revolving loan funds, both as incentives for women's involvement in health and literacy programmes as well as in recognition of their importance in women's economic activities (see paras. 25-41 below for examples of credit schemes).

10. Some programme objectives have targetted particular groups such as pregnant adolescents in the Caribbean, school drop-outs in China and Thailand, female-headed households in the Caribbean, Cape Verde, Malawi and Mozambique, women farmers in Malawi and widows of violence in Guatemala and Lebanon. From 1986 to 1989, UNICEF assisted a project in Lebanon that provided rehabilitation and vocational training for 650 widowed mothers which enhanced their economic well-being and social integration. The project also provided family-based care for 5,000 orphans which proved to be more effective than care in orphanages.

11. Regarding programme design, many countries have utilized the area-based approach particularly to target poor women and enhance their participation. This approach has permitted the integration of gender concerns in sectoral programmes such as health, education, water and sanitation, nutrition and household food security converging in one area. In the United Republic of Tanzania, the approach has helped to identify local socio-cultural constraints on women in particular regions of the country to which special advocacy and mobilization could be directed. It has also promoted work-sharing with youth and men, thereby reducing women's work-load.

12. Even in the difficult situation of war and destabilization in Mozambique, the area-based strategy has proved to be effective in reaching women in their communities, identifying their felt needs and involving them in programme planning and implementation. For the past three years, UNICEF has supported the Mozambican Women's Organization and the National Directorate of Rural Development in implementing successful integrated projects covering household food security, health, child care, adult education and training. In the Beira green zone project, a core of 400 women promoted the project activities that benefited a community of 27,000 people. The Government of Norway is currently supporting the second phase of the project that will consolidate and extend the experience. With 92 per cent female membership, the Maputo green zone women's co-operative project has covered some 11,000 families. Another successful project in Massinga reintegrated 20,000 internally displaced people. The successful projects were supported by advocacy and sensitization based on the findings of operational research on gender-related issues in production, time allocation, ownership of means of production and rural extension coverage. The projects and strategy have contributed to restoring confidence in the women, their communities and the country as a whole.

13. Women's participation in the execution of nation-wide sectoral programmes has varied in quality and level in particular countries and sectors. For example, in health and water and sanitation, women have been the principal mobilizers and

agents to whom the successes of large-scale immunization and water services have often been credited. This has been the case in Bolivia, India, Indonesia, Iraq, Nigeria, Peru, Somalia and the Sudan. In Iraq, the General Federation of Iraqi Women mobilized its network of 1.2 million women and 30,000 community volunteers in support of child survival and development (CSD) activities and provided health education which contributed to a dramatic decline in infant mortality. The successful mobilization of women for CSD in Peru has involved over 500,000 women in 84 grass-roots organizations. In Djibouti and Somalia, the national women's organizations have played effective advocacy and educational roles in efforts to eliminate female circumcision and other harmful practices that affect women's health. In the Lao People's Democratic Republic and Viet Nam, the women's unions have promoted motherhood training and strengthened CSD activities through the use of videos and other information techniques.

14. Many countries (e.g., Ghana, Guatemala, Ethiopia, India, Sierra Leone, Viet Nam and Zimbabwe) have strengthened the training of traditional birth attendants, midwives and village health workers in safe motherhood programmes within the context of maternal and child health/primary health care. Progress has also been made in the coverage of tetanus toxoid immunization for women of child-bearing age. It should be noted, however, that non-maternal health needs of women have received little attention, and only a few countries in the Caribbean, Cape Verde and Malawi have targetted female children and adolescents for health support. In order to improve women's individual development and productivity, increased attention should be given to their non-reproductive health needs from the earliest ages.

15. A qualitative change in women's involvement in water and sanitation programmes was noted in some annual reports. This was reflected in the role of women in the management and maintenance of water systems in such countries as Ethiopia, India, Morocco, Pakistan, the Sudan and Zimbabwe. Some 14,200 women mechanics and caretakers in India have been trained with UNICEF assistance. Women's involvement in the management of water systems and the maintenance of pumps by women technicians with a strong sense of accountability to their community have been decisive to the successful functioning of those systems. For example, a self-financing community hand-pump programme in the Sudan currently has 85 per cent of all pumps functioning under the care of Sudanese women mechanics. This successful programme has saved women much needed time (two to four hours daily) and energy (600 to 800 calories) that would otherwise have been spent in tedious water collection. In Pakistan, recognition of the important role of women in water services has led to the choice of an appropriate technology, the Afridev hand-pump, whose primary design criteria were the ease and suitability for women's operation and maintenance.

16. More innovative ways should be continually explored to use the opportunities provided by UNICEF-assisted water and sanitation programmes to strengthen women's technical, managerial and decision-making capabilities, which would enhance their status and social prestige in their communities. Even where conducive national policies exist, there might be a need for special measures to enable women to utilize those opportunities. For example, in Ethiopia, a women's desk nas been proposed in the Water Resources Commission, and two out of five places have been

reserved for women on all village water management committees. However, the participation of women in water development and training activities remains low. This could be due to multiple factors, including the lack of time, heavy work-load, illiteracy, the lack of familiarity with the particular form of participation in community life and cultural inhibition.

17. In all UNICEF regions, the monitoring and evaluation of women-specific projects have been undertaken and the results have been utilized to improve project implementation. Major sectoral programmes to assess the participation of and impact on women were monitored and evaluated in Ethiopia, Indonesia and Peru in 1989. In Ethiopia, the monitoring of the women's dimension in all programmes is being systematized. A monitoring exercise of the education programme led to useful operational research on gender bias in primary school textbooks and on factors inhibiting the learning of the girl child. The results were utilized to sensitize parents and teachers and to revise textbooks to enhance the images of girls and women.

18. The existing UNICEF check-list of indicators on women should be used and tested in and adapted to different country situations. For monitoring and evaluation to be effective, more gender-differentiated data need to be collected for the major sectors, namely health, education, nutrition and water and sanitation. At present, most country reports and programme submissions reveal a paucity of such disaggregated data in all sectors, especially in health.

B. The girl child: a priority focus

19. An important development in 1988-1989 was the emergence of the girl child as the centre of focused attention in both the South Asia and the Middle East and North Africa regions. In 1988, the South Asian Association for Regional Co-operation (SAARC), comprised of Bangladesh, Bhutan, India, Maldives, Nepal, Pakistan and Sri Lanka, declared 1990 as the Year of the Girl Child. In 1989, a series of regional discussions in the Middle East and North Africa region led to the targetting of the girl child as a priority focus in the 1990s. Despite the differing socio-cultural contexts, the two regions have formally recognized problems long identified as affecting the girl child as a person in her own right.

20. Although gender-differentiated data are inadequate, there has been growing evidence of the disadvantages suffered by the girl child, especially in the South Asia and Middle East and North Africa regions. With few exceptions (e.g., Maldives and Sri Lanka), the girl child receives an unfavourable welcome at birth and has unequal nutrition and health care from infancy compared to her brother. From early childhood she assumes increasing responsibilities for the household - water and fuel collection, sibling care, cooking and cleaning - and assists her mother in agricultural or informal sector economic activities. At adolescence she faces early marriage and becomes locked into a life of hard work and risky child-bearing.

21. The impact of those experiences on girls has been higher childhood death rates than for boys in several countries and their much lower access and participation in health, nutrition and educational opportunities. For example, in Bangladesh the

death rate among girls in the one- to four-year age-group is reported to be 58 per cent higher than among boys. The typical girl receives 20 per cent fewer calories than her brother, is more likely to be malnourished and attends school for only one or two years. The drop-out rate of girls from school is twice as high as that of boys. Such wide gender disparities have meant a certain wastage of the human resources of girls and the perpetuation of inequality.

22. UNICEF staff and government counterparts in South Asia and the Middle East and North Africa held regional meetings in 1989 to discuss approaches to deal with the concerns of the girl child in general advocacy and innovative programme actions. Proposed actions include improving the knowledge and statistical base through situation analyses and specialized research on socio-cultural attitudes and practices, national policies and legislations. The SAARC countries are formulating work plans and regional activities to mark the Year of the Girl Child in 1990. Countries in the Middle East and North Africa region are also considering national plans of action. It should be noted that effective interventions in favour of the girl child, especially in education, should address the issue of the need and dependence of poor women on the work and services of young girls. Otherwise, the girls would not be free to benefit from the new opportunities.

23. Proposals have been made in the South Asia and Middle East and North Africa regions to place the girl child on the agendas of global meetings such as the World Conference on Education for All and the World Summit for Children in 1990. With the adoption of the Convention on the Rights of the Child, a major opportunity has been created to further the cause of female children and adolescents in a comprehensive strategy of equitable development of all children and the protection of their rights in UNICEF programmes of co-operation in the 1990s.

C. Regional experiences

24. Regional experiences in the implementation of the UNICEF policy have varied in emphasis and approach, but the programmes recognize a common set of key issues: the low level of knowledge and information among poor women; poor health; heavy work-load; inadequate income; little access to credit; and unfavourable disparities in social, legal and political status and participation. The following paragraphs briefly highlight trends in selected issues in different regions, with several case studies focusing on women's credit and economic activities.

Africa

25. In 1989, economic recession, debt, natural disasters, migration and armed conflicts in the region seriously undermined basic social and support services for women, increased their work-load and intensified their need for income. In Uganda, for example, over 30 per cent of mothers are paying school fees, which used to be paid by fathers, to educate their children. Several countries (Angola, Benin, Ethiopia, Kenya, Togo, Uganda, United Republic of Tanzania and Zaire) have tried to respond to the critical issues of women in an integrated programme approach in line with the UNICEF policy. The programme in Ethiopia has gone the farthest. Women-specific projects have been eliminated, and issues of women's health,

education, work burdens, income, productivity and participation have been integrated in all UNICEF sectoral programmes. As supportive strategies, a unit has been created in the central machinery for development planning and a national documentation centre on women has been established in the Revolutionary Ethiopia Women's Association. The experience requires careful monitoring, and the mid-term review in 1990 should provide an opportunity for assessment.

26. Household food and economic security has emerged as a major priority for women, and programmes of increasing scope have been initiated in Burkina Faso, Burundi, Malawi, Nigeria and the United Republic of Tanzania. However, most countries, particularly in West Africa, have responded to the challenge with relatively small projects of vegetable gardening, food processing and distribution. Evaluations of such projects and related income-generating activities are needed to assess their impact on family well-being and their potential for going-to-scale within mainstream development. For example, the preliminary findings of an evaluation in Senegal showed that a member of a women's income-generating group earned only about $70-$80 per year, or about one half of what was needed to spend in one month on a sick child.

Burundi: food security and credit for women

27. Burundi has made consistent efforts to maximize support to disadvantaged women using the area-based strategy and a public-supported credit system. Eighty-two women's co-operative groups were formed in four disadvantaged provinces to undertake food processing and to participate in health and educational activities. UNICEF undertook an in-depth evaluation of the project in 1988-1989 which revealed weaknesses in the co-operatives system. Co-operatives had previously been composed of men, and women were unfamiliar with their procedures. The evaluation results were used to reorganize the programme and strengthen the training of the women in management and the maintenance of the grinding mills in the project. The project now serves the needs of 63,000 women and processes enough cereals to meet the annual requirements of 12,000 children.

28. In an allied project, Femmes-Crédits-Production (Women-Credit-Production), that has been supported by UNICEF and the National Bank for Economic Development since 1987, 400 women in 35 groups have a credit facility of up to $35,000 for agricultural and commercial activities. Feasibility and market studies were conducted, and training was provided in small enterprise management, market research and financial analysis by the supporting Bank. The project attracted the support of the Fund for Community Development which financed a water supply system in 1989. This facilitated the incorporation of CSD activities into the project. The Burundi experience of a sizeable credit project for women, with strong support from national financial institutions, is quite unique in the Africa region and should be evaluated for lessons that could be shared with others.

Americas and the Caribbean

29. Economic and political crises in the Americas, especially in Central America, and natural disasters have had an adverse impact on the socio-economic conditions of women. Despite differences in national economic situations (for example,

Trinidad and Tobago has a per capita income 16 times greater than that of Haiti), problems of poverty and women's participation in development are common. The UNICEF programmes of co-operation in the region have combined the integrated and women-specific project approaches in responding to those concerns.

30. Advocacy, education and social communications have been key elements of subregional programmes that have established effective networks of governmental and non-governmental organizations, including the Catholic Church, to promote CSD activities and women's interests. Research and publications such as The Invisible Adjustment: Poor Women and the Economic Crisis have continued to provide data for sensitization, policy workshops and high-level seminars on various aspects of the status and living conditions of women and children. Specialized studies and evaluations have also explored methods of dealing with the concerns of groups such as street girls and domestic servants in Central America and pregnant adolescent girls in the Caribbean.

Colombia: national policy in favour of peasant women

31. UNICEF advocacy in the region has particularly underscored the need for institution-building and effective national policies to support programme interventions. The approach has proved successful in the programme of assistance to rural and indigneous Indian women in Colombia. Under the impetus of a national policy on peasant women, a project for the organization and training of peasant and indigenous women was begun in 1984 in the Ministry of Agriculture, with UNICEF support. Its objective was to strengthen peasant women's organizational capacity and effective demand for national services. The National Association of Peasant and Indigenous Women was formed to group the grass-roots organizations, and its membership reached 18,000 by 1988.

32. The National Association of Peasant and Indigenous Women was given legal recognition by Law 30 of 1988 on Agrarian Reform, which entitled it to benefit from technical assistance, training and credit from the Agrarian Reform Institute. In 1989, the Association was able to obtain $60,000 from the training allocation of the Agrarian Reform Institute for the training of women farmers. The Association also participates in all levels of agricultural planning committees and has acquired land for four community farms for women victims of violence, heads of households and adolescent mothers. The Ministry of Agriculture has made a specific allocation in its 1990 budget for the Association which would enable it to undertake increased cost-sharing with UNICEF for other projects for disadvantaged women.

33. The Colombian experience has been shared with Brazil and other countries within the framework of technical co-operation among developing countries (TCDC) for women's development, which has become a significant feature of the UNICEF programmes in the region. Peru's initiative and methodology of community kitchens to meet the needs of the poor affected by adjustment was adopted in Mexico. Bolivia has assisted with the training of peasant women in Venezuela, and Venezuela has helped Haiti's Women's Affairs Office to programme activities with non-governmental organizations (NGOs).

Asia

34. The considerable variations that exist in the socio-economic, cultural and political conditions in Asia are reflected in the significantly varied situations of girls and women in the region. Accordingly, the types and scope of country programme responses differ. As reported in the 1988 and 1989 progress reports to the Executive Board (E/ICEF/1988/L.1 and E/ICEF/1989/L.1), considerable progress has been made in Indonesia in integrating women's concerns in all programme sectors. Progress continued in 1989, especially with regard to the massive mobilization of women for CSD activities that has been combined with credit and literacy programmes supported by the People's Bank of Indonesia. The programmes will have reached 578,000 young poor women, or 72 per cent of the planned target of 800,000, by mid-1990. The experience has been continuously monitored and evaluated and its lessons should be shared widely between different regions.

35. Experience could also be exchanged on the variety of strong national and area-based programmes and credit projects that seek to improve women's status and livelihood and the welfare of children in Bangladesh, India and the Philippines. UNICEF has made substantial contributions to the Grameen Bank project of Bangladesh and has helped to integrate CSD and social development activities. The project has trained 24,500 landless women group leaders and 1,600 women bank workers. The benficiaries are estimated to be 600,000 women and 1.2 million children. The Bangladesh programme also has an important advocacy and information component whose objective is to ensure the integration of gender issues in the national development plan. This integrated approach is essential to provide the national policy and programme support to the considerable task of reducing gender, income and other disparities in the country.

Nepal: a qualitative approach to credit, social development and child survival and development

36. The Nepalese project on production credit for rural women addresses the needs of poor women and their families through a combination of income-generation, social development and CSD activities. The participants, who have been formed into 1,272 women's and 6 mixed groups, have 5,903 female members engaged in agriculture, livestock raising, food processing, forestry, health, nutrition and literacy activities. After eight years, the project has benefited 195,360 people, 45 per cent of whom are children, 32 per cent women and 23 per cent men.

37. A deliberate process of group formation, awareness raising, group needs assessment, problem solving and programme planning was facilitated by community development workers from the Women Development Section of the Ministry of Panchayat [administrative districts] and Local Development as well as by credit personnel. The effective participation of women in various co-ordinating committees from the village to the district and national levels was promoted to enhance the viability of the project and the status of women. Government commitment to women has also been strengthened by the success of the project. Although the groups decide and manage the project collectively, the credit provided is invested individually. The loan repayment rate is 91 per cent, which is largely explained by the strong sense of solidarity among the groups. An impact evaluation study and a tripartite review

by the Government of Nepal, the Government of the Netherlands and UNICEF at the end of 1989 confirmed the qualitative impact of the project in empowering women.

Middle East and North Africa

38. The situation of girls and women in the Middle East and North Africa region has been affected by conflict, economic decline, very high fertility and maternal mortality rates, as well as marked gender disparities. While impressive achievements have been made in reducing infant and child mortality in several countries (Islamic Republic of Iran, Jordan and Syrian Arab Republic), most country programmes have yet to respond significantly to the problem of maternal mortality. In one respect, notable success was achieved in Djibouti through intensive social mobilization. The Union nationale des femmes de Djibouti used the results of operational research and social mobilization to achieve a virtual cessation of female circumcision in the capital where 70 per cent of the population lives. The involvement of the First Lady and religious leaders were major contributory factors to the success.

39. The programme reponses to the developmental needs of girls and women in the region were mostly of the specific rather than the integrated approach. Progress was reported in a number of women's economic activities in food production and handicrafts in Djibouti, Egypt, Morocco, Saudi Arabia and the Sudan. With the exception of Egypt, the projects tended to be small in scale and somewhat isolated. They raise questions about their impact on family livelihood and their potential for going to scale and for a linkage to mainstream development.

Egypt: lessons from the rural women's project

40. Some lessons might be learned from the rural women's project in Egypt. Following a series of evaluations in 1988, important adjustments were made in the project work plans, monitoring, training and marketing. Quarterly work plans are now prepared and discussed at regular quarterly meetings attended by rural women, district chiefs and officials of the participating governorates. Project performance is reviewed at the meetings and field visits are made before new work plans are finalized. A revolving fund has been established that extends loans of between $8,000 and $14,000 to village banks in each of 65 pilot villages of the project. A service charge of 6 per cent per annum is placed on the loans to the women, a portion of which is added to the revolving fund and a portion of which is used as an incentive for high performance in project activities. Training has been intensified within the programme in the area of loan management, livestock raising, upgrading of handicrafts, marketing, management and CSD activities. A study tour to the Grameen Bank in Bangladesh and income-generating projects in India at the end of 1989 was expected to strengthen the loan system, production and marketing techniques.

41. UNICEF has worked with other United Nations agencies, bilateral donors and NGOs to improve co-ordination in the funding of women's income-generating activities in Egypt. This has helped to resolve problems arising from different donor guidelines and procedures on credit for women that can overburden government counterparts. The rural women's project and other developmental activities in

Egypt offer significant opportunities for exchange of experiences among women in the Middle East and North Africa and other regions.

D. Supportive measures

42. The advancement of women and the expansion and sustainability of their developmental activities require a receptive environment and consistent policy and institutional support measures. Through advocacy and social mobilization, many UNICEF country offices have worked to promote such an environment in partnership with Governments and non-governmental allies. Institution- and capacity-building have also been assisted, such as in the creation of a national commission for women in Bolivia and the establishment of a women's unit in the Office of the National Commission for Central Planning in Ethiopia.

43. At the field and headquarters levels, UNICEF has co-operated with the United Nations Development Programme (UNDP), the United Nations Development Fund for Women (UNIFEM), the United Nations Population Fund (UNFPA), the World Food Programme (WFP), the World Health Organization (WHO) and bilateral donors in health, nutrition, income-generating activities and training for women in, for example, Bangladesh, Benin, Central America, Egypt, Mozambique and Somalia. Other initiatives have promoted the formation of a women in development donors' network in Bangladesh and inter-agency policy groups on women in the Dominican Republic and Pakistan. At the global level, UNICEF is a member of the Joint Consultative Group on Policy Sub-Group on Women in Development, together with the International Fund for Agricultural Development (IFAD), UNDP, UNFPA, UNIFEM and WFP. The Women in Development Sub-Group has organized high-level gender sensitization and training workshops for senior United Nations staff and government counterparts in East and Central Africa and in the Americas and the Caribbean. Its future plans include similar workshops for West and Central Africa and collaboration with the Commonwealth Secretariat on operational activities on women and structural adjustment.

44. The organization's own capacity is being strengthened. The new Senior Adviser on Development Programmes for Women at New York headquarters joined UNICEF in July 1989. As recommended by the 1987 implementation strategy, staff training on gender and skills upgrading has begun. The Philippines and the countries of the Americas and the Caribbean region undertook training workshops in 1988-1989 for professional staff and focal points for women's issues. In Eastern and Southern Africa, a regional network of focal points for women's development programmes met in Botswana in May 1989 to exchange experience and plan action in developing indicators for monitoring the women's dimension in their respective country programmes. The East Asia and Pakistan and the West and Central Africa regions have plans for staff training in 1990 that will be facilitated by the Senior Adviser.

III. FURTHER ACTION

45. The present report has highlighted some of the main experiences of UNICEF-assisted programmes in implementing the policy on women in development. The review of the annual reports and Executive Board submissions has shown the variety of applications of the policy. By far, the major approach being pursued is the support of women-specific projects, many of which remain small in scale and traditional in scope. Their relative isolation from mainstream development processes raises serious questions about their impact and sustainability. It will be necessary to monitor and evaluate these projects rigorously in all countries.

46. The more successful experiences, some of which have been highlighted in this report, need to be documented for information exchange among countries and programme staff. The sharing of experience in the Americas and Caribbean region on the basis of TCDC is a model to be commended. Experiences could also be shared across regions as some programmes have already done.

47. Specific attention should be given to the following issues:

(a) The collection of gender-differentiated data, wherever possible, on the participation of women in health, nutrition, education and water and sanitation programmes;

(b) The quantitative and qualitative analysis and reporting of women's participation in community activities to facilitate the assessment of improvements in the status and conditions of life of girls and women;

(c) The promotion of the interests of the girl child and adolescent girls in health, nutrition, education (and employment/income generation in the case of the adolescents) programmes in all regions;

(d) The extension of the considerable capacities built up for advocacy and social mobilization for universal child immunization to the promotion of the advancement of girls and women;

(e) The training of country programme officers and focal points for women's development programmes at country and regional levels to facilitate the acceleration of the implementation of the UNICEF policy on women;

(f) The work and exchange of information and experience with other multilateral and bilateral agencies and NGOs to ensure that programmes are mutually supportive.